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Minority and Female Presence
in The University at Chapel
Hill

-Christopher C. Fordham-

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TO: All Members of The Faculty
FROM: Christopher C. Fordham, III
DATE: 19 November 1982
SUBJECT: Minority and Female Presence in
The University at Chapel Hill

This report on the presence of minorities and women within the University community in the Fall of 1982 continues a series begun in 1974. This year, however, I am breaking with tradition by distributing it to every member of the faculty. I do so out of my conviction that the diversification of this community is one of the most important tasks that we face. It requires the commitment and effort of each one of us. I urge you to study this report carefully and reflect on what you and your department can do to help in improving our record.

As the table "Summary of Changes in Headcount Enrollment, Fall 1970-Fall 1982," page 18, shows we have made steady progress in recruiting minority students to the campus; at the same time the representation of women in the student body has increased very substantially. At the faculty and staff levels, however, our results have been poor. While 8.8% of our students are Black, only 2.7% of our faculty are Black; that percentage has declined steadily, from 3.0% in 1979 and 1980, to 2.9% in 1981, to the present level. While 54.9% of students are women, only

19.2% of our faculty are women; again that percentage has declined each year since 1980.

I find these percentages bitterly disappointing. In trying to increase the representation of Black and women faculty, staff and students we are not simply playing a numbers game or responding to external pressures. The pressure is our own. It springs from our educational mission. Our students' educational experience must include not only exposure to a wide variety of disciplines, but to a wide variety of people. Stereotypes, prejudices, easy and unthinking assumptions must be challenged not only in the classroom but by the example of a vital academic community which reflects the diversity of our society, a community in which men and women, members of the majority and minorities alike, perform traditional and non-traditional roles. Every student who seeks a strong, supportive model should find one. Our students must perceive this institution to be a model of both excellence and equity so that they can carry with them that ideal when they leave and work to recreate it in the larger society. If we fail to increase the representation of Blacks and women in the University, we shall not merely have failed to meet a numerical goal. Far more importantly, we shall have failed to provide our students with the education and the environment that they deserve; we shall have imposed an unjust burden on the shoulders of our Black and women faculty and staff.

In 1978 five-year goals were set for the hiring of Black and female faculty. If we look at where we stand with only twelve months to go before the end of that five-year period, it is evident that we are far from reaching those goals. By September 30, 1983 we projected a total tenure track faculty of 852 in Academic Affairs, of whom 133,

or 15.6%, would be women and 44, or 5.2%, Black. In actuality, as of September 30, 1982, there are 842 tenure track faculty in that division of the University, of whom 121, or 14.4%, are women and 28, or 3.3%, Black. The projection for Health Affairs was for a total tenure track faculty of 896 of whom 192, or 21.4%, would be women and 45, or 5.0%, Black. The actual figures are a total tenure track faculty of 810 of whom 146, or 18%, are women and 16, or 2%, Black. Clearly the tenure track faculty as a whole has not grown as had been expected in 1978; particularly in Health Affairs, growth has occurred in the ranks of fixed-term rather than tenure track faculty. This lack of growth, together with other adverse circumstances over which the University has no control, goes some way to explain our lack of success. I question whether they provide the total explanation.

It would be unrealistic to suggest that in the next twelve months we will be able to meet the goals we set in 1978. But I urge each one of you to assume a share of the responsibility for ensuring that we do make some significant progress. I and the other officers of the University will do all that we can to help you.

I. THE FACULTY

1. The Black Faculty: As of September 30, 1982 there were 51 Black faculty in a total faculty of 1,884. The table "Summary of Changes in Black and Female Faculty by Rank, Fall 1973 - Fall 1982," shows their distribution by rank and traces both the fluctuations in numbers and the movement within ranks. The number of Black faculty peaked at 57 in 1979, remained stable in 1980, and has fallen each year since then. It should be noted, however, that there are increased numbers of Black faculty in the senior, tenured ranks (especially at the rank of Associate Professor), and that three Black faculty members currently hold named

professorships. Of the 45 Black faculty in tenure track positions 25 (55.5%) are now tenured.

Between September 30, 1981 and September 30, 1982 only 2 Black faculty were appointed, compared to 9 in the previous year. Both were appointed at the rank of Assistant Professor, one in Academic Affairs (where 1 out of 66 new faculty hires was Black), and one in Health Affairs (where 1 out of 90 new faculty hires was Black). On the other hand, fewer Black faculty left this year than last (5 compared to 12): 2 resigned (1 from a tenure track position, 1 from a fixed-term position), 2 in fixed-term positions were non-renewed, and 1 went to part-time.

The distribution within the University of the 51 Black faculty should also be noted: 28, or 54.9%, are in tenure track positions and 3, or 5.9%, in fixed-term positions in Academic Affairs; 16, or 31.4%, are in tenure track positions and 4, or 7.8%, in fixed-term positions in Health Affairs. Further detail of their distribution by division within the College of Arts and Sciences and by School may be found in the tables on pages 11 and 12.

2. The Female Faculty: As of September 30, 1982 there were 362 women faculty in a total faculty of 1,884. The table "Summary of Changes in Black and Female Faculty by Rank, Fall 1973-Fall 1982," shows that the total number of women on the faculty increased steadily in the first six years during which these reports have been made. The record since 1978 has been uneven: a loss of 10 in 1979, recovery to 367 in 1980, and stabilization at 362 in the past two years. While the failure to increase the numbers of women in recent years is extremely disappointing, there are some encouraging trends. Between 1973 and 1976 most of the increase came at the rank of Assistant Professor. More recently there has been substantial increase in the numbers of women at the rank of

SUMMARY OF CHANGES
IN BLACK AND FEMALE FACULTY BY RANK,
FALL 1973-FALL 1982*

	Black Faculty							
	9/30/73	9/30/74	9/30/75	9/30/76	9/30/77	9/30/78	9/30/79	9/30/80
Professor	2	3	4	4	4	4	4	7
Associate Professor	3	4	6	8	8	9	12	18
Assistant Professor	7	16	20	21	22	22	23	18
Instructor	2	8	7	9	2	5	5	1
Lecturer or Equivalent	7	5	4	5	8	10	13	13
TOTAL	21	36	41	47	44	50	57	57

	Female Faculty							
	9/30/73	9/30/74	9/30/75	9/30/76	9/30/77	9/30/78	9/30/79	9/30/80
Professor	22	24	26	28	32	34	35	37
Associate Professor	53	61	65	70	77	76	85	93
Assistant Professor	103	121	139	133	127	124	115	114
Instructor	68	64	55	47	30	40	29	22
Lecturer or Equivalent	34	34	28	23	70	93	93	101
TOTAL	280	304	313	301	336	367	357	367

*NOTE: The data for 1973-1975 did not include Lecturer Equivalents. From 1976 onwards Lecturer Equivalents are included.

Professor and Associate Professor. In 1980 the first two women were appointed to named professorships; a third has since been appointed.

Between September 30, 1981 and September 30, 1982 a total of 46 women were appointed to the faculty compared to 54 the previous year. That figure (46) breaks down as follows: in Academic Affairs 13 women were appointed to tenure track positions (24.5% of the total tenure track hires), and 2 were appointed to fixed-term positions (15.4% of the total fixed-term hires); in Health Affairs, 9 women were appointed to tenure track positions (18.7% of the total tenure track hires), and 22 were appointed to fixed-term positions (52.4% of the total fixed-term hires). The rank distribution of the new tenure track, female faculty as compared to new tenure track male faculty is as follows: in Academic Affairs 2 Professors (8 males), 4 Associate Professors (8 males), 5 Assistant Professors (16 males), and 2 Instructors (8 males); in Health Affairs 7 Assistant Professors (23 males), and 2 Instructors (1 male). No women received appointment at the rank of either Associate Professor (9 men), or Professor (6 men) in Health Affairs.

The number of newly appointed women faculty was offset exactly by the number of women (46) who left the University. Fifteen (15) women with tenure track appointments left. Included in this number were 9 who resigned (2 in Academic Affairs, 7 in Health Affairs) and 3 who were non-renewed (2 in Academic Affairs, 1 in Health Affairs). The greatest loss (31) was in the category of fixed-term appointments. Included in this number were 11 who resigned (5 in Academic Affairs and 9 in Health Affairs), 10 who were non-renewed (9 in Academic Affairs, 1 in Health Affairs), 3 in Health Affairs who left because of cuts in funding, and 3 in Health Affairs who went to part-time employment. The percentage of the total female faculty (12.7%) which left the University between

SUMMARY OF
CHANGES IN UNIVERSITY EMPLOYMENT
SEPTEMBER 30, 1981 - SEPTEMBER 30, 1982

	Complement on September 30, 1981		Complement on September 30, 1982	
	No.	%*	No.	%*
FACULTY				
By Race				
White	1,763	93.8	1,770	93.9
Black	54	2.9	51	2.7
Other	63	3.4	63	3.3
TOTAL	1,880	100.1	1,884	99.9
By Sex				
Males	1,518	80.7	1,522	80.8
Female	362	19.3	362	19.2
TOTAL	1,880	100.0	1,884	100.0
EPA NON-FACULTY				
By Race				
White	483	87.7	499	88.6
Black	31	5.6	34	6.0
Other	37	6.7	30	5.3
TOTAL	551	100.0	563	99.9
By Sex				
Male	319	57.9	331	58.8
Female	232	42.1	232	41.2
TOTAL	551	100.0	563	100.0
SPA EMPLOYEES				
By Race				
White	3,133	71.0	3,143	71.0
Black	1,227	27.8	1,224	27.6
Other	53	1.2	60	1.4
TOTAL	4,413	100.0	4,427	100.0
By Sex				
Male	1,493	33.8	1,491	33.7
Female	2,920	66.2	2,936	66.3
TOTAL	4,413	100.0	4,427	100.0
ALL EMPLOYEES				
By Race				
White	5,379	78.6	5,412	78.7
Black	1,312	19.2	1,309	19.0
Other	153	2.2	153	2.2
TOTAL	6,844	100.0	6,874	99.9
By Sex				
Male	3,330	48.7	3,344	48.6
Female	3,514	51.3	3,530	51.4
TOTAL	6,844	100.0	6,874	100.0

*Throughout this report percentages may not add to 100 because of rounding.

September 30, 1981 and September 30, 1982 was lower than that for the same period the previous year (14.7%).

The distribution within the University of the 362 women faculty is as follows: in Academic Affairs 121, or 33.4%, are in tenure track positions and 19, or 5.2%, are in fixed-term positions; in Health Affairs 146, or 40.3%, are in tenure track positions and 76, or 21%, are in fixed-term positions. Further detail of their distribution by division within the College of Arts and Sciences and by School may be found in the tables on pages 11 and 12.

3. General Faculty Changes: On page 7 is a "Summary of Changes in University Employment from September 30, 1981 to September 30, 1982." It shows, among other things, that the following changes occurred during the twelve months ended September 30, 1982: there was a net increase of 4 faculty members from 1,880 to 1,884, representing a 0.2% increase. This net increase consisted of an increase of 7 whites (from 1,763 to 1,770) representing a 0.4% increase in whites, and a decrease of 3 Blacks (from 54 to 51) representing a 5.6% decrease in Blacks; the number of persons classified as others remained the same (63). The net increase consisted of an increase of 4 males (from 1,518 to 1,522) representing a 0.3% increase in males; the number of females remained the same (362).

4. Conclusions: Despite the increase in the numbers of senior, tenured Black and women faculty, the failure to increase their representation in the total faculty, of which they comprise only 2.7% and 19.2% respectively, is disturbing. Of great concern, too, is their turnover rate which continues to be disproportionately high. In 1981-82, 9.3% of the Black faculty left compared with 7.9% of the white faculty. In 1981-82, 12.7% of the female faculty left compared with 6.9% of the male faculty.

In November 1981 an exit interview program was introduced, in part in order to allow us to understand the reasons for this high turnover rate. Unfortunately the frequent omission of departments in notifying the Affirmative Action Office of resignations in a timely fashion makes it difficult for that Office to contact faculty members and offer them an interview before they leave the campus.

Secondly, the disproportionate concentration of women in fixed-term positions should be noted. In Academic Affairs where women hold 14.4% of the total tenure track positions, they hold 32.2% of the total fixed-term positions (on September 30, 1981 the percentages were 13.7% and 45.8% respectively). In Health Affairs women hold 18% of the total tenure track positions and 43.9% of the total fixed-term positions (on September 30, 1981 the percentages were 17.9% and 42.9% respectively). The number of women who have fixed-term appointments in part explains the high rate of turnover for women faculty.

II. EPA NON-FACULTY

The low representation of Blacks among the University's professional staff continues to be of concern. In Academic Affairs they are 6.3% of the total, compared to 6.5% on September 30, 1981; in Health Affairs 5.6%, compared to 4.2%. Women are better represented in this category, being 38.9% of the total EPA non-faculty staff in Academic Affairs and 44.9% in Health Affairs (a year ago the figures were 39.8% and 45.8% respectively).

General change in this category of employment has been as follows: there was a net increase of 12 EPA non-faculty personnel (from 551 to 563) representing a 2.2% increase. This net increase consisted of an increase of 16 whites (from 483 to 499) representing a 3.3% increase in whites, and increase in the number of Blacks (31 to 34) representing a

9.7% increase, and a decrease of 7 others (from 37 to 30) representing a 18.9% decrease in that category. The net increase consisted of an increase of 12 males (from 319 to 331) representing an increase of 3.8% in males; the number of female employees remained the same (232).

III. SPA PERSONNEL

As the table "Summary of Changes in University Employment, September 30, 1981 to September 30, 1982," shows there was a net increase of 14 SPA employees (from 4,413 to 4,427) representing a 0.3% increase. This net increase consisted of an increase of 10 whites (from 3,133 to 3,143) representing a 0.3% increase in whites, a decrease of 3 Blacks (from 1,227 to 1,224) representing a 0.2% decrease in Blacks, and an increase of 7 others (from 53 to 60) representing a 13.2% increase in that category. The net change consisted of a decrease of 2 males (from 1,493 to 1,491) representing a 0.1% decrease in males, and an increase of 16 females (from 2,920 to 2,936) representing a 0.5% increase in females.

The Black percentage in the total SPA workforce has remained virtually the same as last year (27.6% in 1982 compared to 27.7% in 1981). Despite the fact that this percentage approximates the minority percentage in the total workforce in the University's recruitment area, there is still cause for concern. As the table "SPA Personnel" shows, Black SPA employees are concentrated in the Service and Maintenance category where they constitute 80.4% of all employees in that category. Their representation in the Executive, Administrative and Managerial and Professional Non-Faculty categories stands at 4.8% and 6.6% respectively. This is a situation which will require attention in the coming year; all who are involved in the hiring of SPA personnel should be mindful of it.

TENURE-TRACK FACULTY COMPLEMENT
September 30, 1981

TENURE-TRACK FACULTY COMPLEMENT
September 30, 1982

PROJECTED TENURE-TRACK FACULTY COMPLEMENT
September 30, 1983

	White				Black				Other				Total				White				Black				Other				Total												
	M		F		M		F		M		F		M		F		M		F		M		F		M		F		M		F										
	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—										
Arts and Sciences:																																									
Fine Arts	%	82.5	14.0	1.8	0	1.8	0	86.0	14.0	80.7	15.8	1.8	0	1.8	0	84.2	15.8	73.4	17.2	3.1	4.7	0	1.6	0	78.1	21.9	(47)	(8)	(1)	(0)	(1)	(0)	(47)	(11)	(2)	(3)	(1)	(0)	(50)	(14)	
Humanities	%	77.0	14.5	2.0	1.3	3.9	1.3	82.9	17.1	77.4	14.2	1.9	1.3	3.9	1.3	83.2	16.8	76.9	15.0	1.9	1.3	3.8	(2)	(6)	(2)	82.5	17.5	(117)	(22)	(3)	(2)	(6)	(2)	(123)	(24)	(3)	(2)	(6)	(2)	(132)	(28)
Natural Sciences	%	86.6	7.9	0.5	0.9	4.2	0	91.2	8.8	85.8	8.2	0.9	0.9	4.1	0	90.8	9.2	87.6	6.9	1.8	1.4	2.3	(5)	(0)	91.7	8.3	(187)	(17)	(1)	(2)	(9)	(0)	(190)	(15)	(4)	(3)	(5)	(0)	(199)	(18)	
Social Sciences	%	82.7	10.5	2.1	2.6	2.1	0	86.9	13.1	81.1	12.8	2.0	2.5	1.5	0	84.7	15.3	30.6	11.4	3.0	3.0	2.0	(4)	(0)	85.6	14.4	(158)	(20)	(4)	(5)	(3)	(0)	(162)	(23)	(6)	(6)	(4)	(0)	(172)	(29)	
Business Administration	%	91.7	5.0	3.3	0	0	0	95.0	5.0	89.2	6.2	3.1	0	1.5	0	93.8	6.2	86.0	8.8	3.5	0	1.8	(0)	(1)	91.2	8.8	(55)	(3)	(2)	(0)	(0)	(0)	(49)	(5)	(2)	(0)	(1)	(0)	(52)	(5)	
Education	%	79.2	16.7	2.1	2.1	0	0	81.3	18.8	80.9	14.9	2.1	2.1	0	0	83.0	17.0	69.4	20.4	4.1	6.1	0	(3)	(0)	73.5	26.5	(38)	(8)	(1)	(1)	(0)	(0)	(34)	(10)	(2)	(3)	(0)	(0)	(36)	(13)	
Law & Institute of Government	%	80.0	15.0	5.0	0	0	0	85.0	15.0	80.3	16.4	3.3	0	0	0	83.6	16.4	80.3	14.8	4.9	0	0	(0)	(0)	85.2	14.8	(48)	(9)	(3)	(0)	(0)	(0)	(49)	(9)	(3)	(0)	(0)	(0)	(52)	(9)	
Other Schools*	%	64.3	28.6	2.4	4.8	0	0	66.7	33.3	65.1	27.9	2.3	4.7	0	0	67.4	32.6	55.8	32.6	4.7	7.0	0	(3)	(0)	60.5	39.5	(27)	(12)	(1)	(2)	(0)	(0)	(24)	(14)	(2)	(3)	(0)	(0)	(26)	(17)	
TOTAL for Academic Affairs	%	82.0	12.0	1.9	1.5	2.4	0.2	86.3	13.7	81.4	12.7	1.9	1.4	2.4	0.2	85.6	14.4	79.6	13.0	2.8	2.3	2.0	(20)	(2)	84.4	15.6	(677)	(99)	(16)	(12)	(20)	(2)	(678)	(111)	(24)	(20)	(17)	(2)	(719)	(133)	

* (Journalism, Library Science, Social Work)

HEALTH AFFAIRS

TENURE-TRACK FACULTY COMPLEMENT
September 30, 1981

TENURE-TRACK FACULTY COMPLEMENT
September 30, 1982

PROJECTED TENURE-TRACK FACULTY COMPLEMENT
September 30, 1983

		White				Black				Other				Total				White				Black				Other				Total											
		M		F		M		F		M		F		M		F		M		F		M		F		M		F		M		F									
		—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—										
Dentistry	%	87.4	11.7	0	0	1.0	0	88.3	11.7	86.9	12.1	0	0	1.0	0	87.9	12.1	80.0	15.0	4.0	0	1.0	0	(1)	0	85.0	15.0	(90)	(12)	(0)	(0)	(1)	0	(80)	(15)	(4)	0	(1)	0	(85)	(15)
	%	82.5	12.0	1.5	0	3.6	0.4	87.6	12.4	82.4	12.2	1.5	0.2	3.3	0.4	87.2	12.8	77.6	14.2	3.3	0.9	3.1	0.9	(17)	(2)	84.0	16.0	(433)	(63)	(8)	(0)	(19)	(2)	(427)	(78)	(18)	(5)	(17)	(5)	(462)	(88)
Medicine	%	0	97.7	0	2.3	0	0	100.0	0	0	97.6	0	2.4	0	0	100.0	0	3.8	86.8	0	9.4	0	0	0	0	3.8	96.2	(0)	(42)	(1)	(0)	(0)	(0)	(2)	(46)	(0)	(5)	(0)	(0)	(2)	(51)
	%	80.6	9.7	0	0	9.7	0	90.3	9.7	84.4	9.4	0	0	6.3	0	90.6	9.4	73.7	13.2	2.6	2.6	7.9	0	(3)	0	84.2	15.8	(25)	(3)	(0)	(0)	(3)	(0)	(28)	(5)	(1)	(1)	(3)	(0)	(32)	(6)
Pharmacy	%	73.9	16.2	4.5	0.9	2.7	1.8	81.1	18.9	74.3	15.9	4.4	0.9	2.7	1.8	81.4	18.6	71.7	15.7	5.5	2.4	3.9	0.8	(3)	(2)	81.1	18.9	(82)	(18)	(5)	(1)	(3)	(2)	(91)	(20)	(7)	(3)	(5)	(1)	(103)	(24)
	%	62.5	37.5	0	0	0	0	62.5	37.5	71.4	28.6	0	0	0	0	71.4	28.6	73.3	23.3	0	3.3	0	0	(0)	(0)	73.3	26.7	(5)	(3)	(0)	(0)	(0)	(0)	(22)	(7)	(0)	(1)	(0)	(0)	(22)	(8)
Health Affairs, Other	%	77.3	17.2	1.6	0.2	3.2	0.5	82.1	17.9	77.5	17.2	1.6	0.4	2.8	0.5	82.0	18.0	72.4	19.0	3.3	1.7	2.9	0.7	(23)	(4)	78.6	21.4	(635)	(141)	(13)	(2)	(26)	(4)	(650)	(171)	(30)	(15)	(26)	(6)	(706)	(192)
	%	77.3	17.2	1.6	0.2	3.2	0.5	82.1	17.9	77.5	17.2	1.6	0.4	2.8	0.5	82.0	18.0	72.4	19.0	3.3	1.7	2.9	0.7	(23)	(4)	78.6	21.4	(635)	(141)	(13)	(2)	(26)	(4)	(650)	(171)	(30)	(15)	(26)	(6)	(706)	(192)

EPA NON-FACULTY COMPLEMENT
September 30, 1981EPA NON-FACULTY COMPLEMENT
September 30, 1982PROJECTED EPA NON-FACULTY COMPLEMENT
September 30, 1983

Arts and Sciences:

Fine Arts

Humanities

Natural Sciences

Social Sciences

Business
Administration

Education

Law & Institute
of Government

Other Schools*

Other

TOTAL for
Academic Affairs

*(Journalism, Library Science, Social Work)

HEALTH AFFAIRS

EPA NON-FACULTY COMPLEMENT
September 30, 1981EPA NON-FACULTY COMPLEMENT
September 30, 1982PROJECTED EPA NON-FACULTY COMPLEMENT
September 30, 1983

	White			Black			Other			Total			White			Black			Other			Total			White			Black			Other			Total		
	M	F		M	F		M	F		M	F		M	F		M	F		M	F		M	F		M	F		M	F		M	F				
Dentistry	% 66.7	0	0	33.3	0	0	0	0	0	66.7	33.3	0	0	0	0	66.7	33.3	0	0	0	75.0	25.0	0	0	0	0	0	75.0	25.0	0	0	0	75.0	25.0		
	(2)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(2)	(1)	(0)	(0)	(0)	(0)	(2)	(1)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(0)		
Medicine	% 47.8	30.4	2.2	0	13.0	6.5	63.0	37.0	0	50.5	30.1	2.2	0	11.8	5.4	64.5	35.5	0	0	0	50.9	27.9	4.7	1.9	11.3	3.8	67.0	33.0	0	0	0	67.0	33.0			
	(44)	(28)	(2)	(0)	(12)	(6)	(58)	(34)	(0)	(47)	(28)	(2)	(0)	(11)	(5)	(60)	(33)	(0)	(0)	(0)	(50.9)	(27.9)	(4.7)	(1.9)	(11.3)	(3.8)	(67.0)	(33.0)	(0)	(0)	(0)	(67.0)	(33.0)			
Nursing	%100.0	0	0	0	0	0	100.0	0	0	100.0	0	0	0	0	0	100.0	0	0	0	0	100.0	0	0	0	0	0	100.0	0	0	0	0	0	100.0	0		
	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)			
Pharmacy	% 50.0	50.0	6	0	0	0	50.0	50.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	(1)	(1)	(0)	(0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)			
Public Health	% 55.3	29.8	4.3	2.1	6.4	2.1	66.0	34.0	0	56.3	27.1	6.3	4.2	2.1	4.2	64.6	35.4	0	0	0	58.1	27.9	7.0	2.3	2.3	2.3	67.4	32.6	0	0	0	67.4	32.6			
	(26)	(14)	(2)	(1)	(3)	(1)	(31)	(16)	(0)	(27)	(13)	(3)	(2)	(1)	(2)	(31)	(17)	(0)	(0)	(0)	(58.1)	(27.9)	(7.0)	(2.3)	(2.3)	(2.3)	(67.4)	(32.6)	(0)	(0)	(0)	(67.4)	(32.6)			
Health Affairs, Other	% 33.3	59.4	0	4.3	0	2.9	33.3	66.7	0	33.8	56.3	1.4	5.6	0	2.8	35.2	64.8	0	0	0	37.8	51.2	1.2	7.3	0	2.4	39.0	61.0	0	0	0	39.0	61.0			
	(23)	(41)	(0)	(3)	(0)	(2)	(23)	(46)	(0)	(24)	(40)	(1)	(4)	(0)	(2)	(25)	(46)	(0)	(0)	(0)	(37.8)	(51.2)	(1.2)	(7.3)	(0)	(2.4)	(39.0)	(61.0)	(0)	(0)	(0)	(39.0)	(61.0)			
TOTAL for Health Affairs	% 45.3	39.3	1.9	2.3	7.0	4.2	54.2	45.8	0	46.8	38.0	2.8	2.8	5.6	4.2	55.1	44.9	0	0	0	48.3	35.6	3.8	3.8	5.5	3.0	57.6	42.4	0	0	0	57.6	42.4			
	(97)	(84)	(4)	(5)	(15)	(9)	(116)	(98)	(0)	(101)	(82)	(6)	(6)	(12)	(9)	(119)	(97)	(0)	(0)	(0)	(48.3)	(35.6)	(3.8)	(3.8)	(5.5)	(3.0)	(57.6)	(42.4)	(0)	(0)	(0)	(57.6)	(42.4)			

SPA Personnel

FOC Code	Federal Occupation Category	SPA Utilization Analysis September 30, 1981				SPA Utilization Analysis September 30, 1982				Actual New Hires September 30, 1982				Projected New Hire Goals* September 30, 1982			
		Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total
1	Executive, Administrative and Managerial	W	92	79	171	W	90	86	176	W	5	10	15	W	4	2	6
		B	4	3	7	B	5	4	9	B	1	0	1	B	2	1	3
		O	0	1	1	O	1	1	2	O	1	0	1	O	0	0	0
3	Professional Non-Faculty	W	177	206	383	W	166	219	385	W	22	33	55	W	21	30	51
		B	4	19	23	B	6	22	28	B	1	0	1	B	5	8	13
		O	5	5	10	O	4	8	12	O	1	2	3	O	1	1	2
4	Clerical and Secretarial	W	124	1447	1571	W	113	1442	1555	W	20	293	313	W	32	353	385
		B	42	292	334	B	48	292	340	B	3	47	50	B	5	58	63
		O	1	11	12	O	1	13	14	O	1	7	8	O	1	4	5
5	Technical and Paraprofessional	W	212	386	598	W	220	379	599	W	67	105	172	W	67	112	179
		B	39	66	105	B	38	66	104	B	6	5	11	B	9	12	21
		O	7	19	26	O	8	20	28	O	1	5	6	O	2	6	8
6	Skilled Crafts	W	251	9	260	W	256	12	268	W	29	4	33	W	25	3	28
		B	66	5	71	B	70	4	74	B	5	0	5	B	8	1	9
		O	1	0	1	O	1	0	1	O	0	0	0	O	0	0	0
7	Service and Maintenance	W	106	44	150	W	115	45	160	W	34	12	46	W	42	18	60
		B	361	326	687	B	347	322	669	B	80	40	120	B	119	62	181
		O	1	2	3	O	2	1	3	O	1	0	1	O	1	1	2
	Totals	W	962	2171	3133	W	960	2183	3143	W	177	457	634	W	191	518	709
		B	516	711	1227	B	514	710	1224	B	96	92	188	B	148	142	290
		O	15	38	53	O	17	43	60	O	5	14	19	O	5	12	17
	Total		1493	2920	4413		1491	2936	4427		278	563	841		344	672	1016

*Goals were established based upon projected new hire opportunities and work force availability rather than upon revision of SPA population. Experience has shown that population change projections by race, sex and Federal Occupation Category are not reasonably predictable. This is due to terminations, abolishment of positions, creation of new positions, initial classification of positions which were EPA and other factors.

IV. STUDENTS

Again, in the Fall of 1982, the number of female students exceeded the number of male students. Both the number and percentage of female students enrolled at the graduate and professional levels increased from 1981 to 1982. At the undergraduate level, the number and percentage of female students increased also, however it is important to note that the number of male students increased at all three levels from 1981 to 1982.

As indicated earlier in this report, we have made steady progress in the recruitment and admission of minority students to the University. The number of Black students increased by 118 or 6.5% compared with last year's increase of 122 or 7.2%. The total number of students in the other minority categories increased by 34, or 8.1% compared with last years increase of 24 or 6.0%.

Both the number (1,927) and the percentage (8.8) of Blacks enrolled this fall are the highest in the University's history. However, this progress was achieved primarily at the Undergraduate level. From 1981 to 1982 there was a decrease of 11 students in the number and a decrease in the percentage (from 5.9% to 5.5%) of Blacks enrolled for graduate study. This decrease occurred while the total number of graduate students increased from 5,285 in 1981 to 5,479 in 1982. There was also a decrease in the number (from 148 to 144) and a decrease in the percentage (from 8.9% to 8.4%) of Blacks enrolled at the professional levels of instruction. The number and percentage of Blacks enrolled at the undergraduate level increased significantly (from 1,348 to 1,481 and from 9.2% to 10.0%).

In the 1981 Consent Decree between The University of North Carolina and the Department of Education enrollment goals were established for the institutions within the system which are covered by the Decree. By 1986, The University of North Carolina at Chapel Hill is committed to have a Black representation in the student body of 10.6% or higher. The projection is that the University would increase Black representation from 8.8% in 1982 to at least 10.6% by 1986.

The table "Summary of Changes in Headcount Enrollment, Fall 1970 - Fall 1982" provides a long-range perspective on changes in the composition of the student body. From the Fall, 1970, to the Fall, 1982, there was an increase in total headcount enrollment from 18,130 to 22,016 an increase of 3,886 students. In 1970, female students numbered 5,975 and constituted 33.0% of the student enrollment. By 1982, females numbered 12,093, 54.9% of the enrolled students. Correspondingly, male students decreased from 12,155 (67.0%) in 1970 to 9,923 (45.1%) in 1982. The 1982 figure represents an increase in male enrollment as compared to 1981. In 1970, Blacks numbered 420, 2.3% of the students enrolled. By 1982 Black students numbered 1,927, 8.8% of the student body, more than tripling of the percentage and more than a quadrupling of the number.

Following the 1970-82 table on headcount enrollments is a table concerning Black admissions and enrollments in the Freshman classes for the years 1978 through 1981. Among other accomplishments, the table shows a steady increase in applications from Black students, 655 in 1978 and 1,037 in 1982. The representation of Black students in the Freshman class has increased from 9.6% in 1978 to 14.25% in 1982.

Conclusions: While we have made progress in recruiting minority students to the University and have experienced a substantial increase in female students at all levels of instruction, we are greatly concerned about the lack of success in improving our efforts to recruit minority students to the graduate and professional schools. Black student enrollment at the graduate and professional levels has declined. We will have to redouble our efforts to further diversify our graduate and professional student ranks.

Fall 1970 - Fall 1982

	Enrollment Fall 1970		Enrollment Fall 1971		Enrollment Fall 1972		Enrollment Fall 1973		Enrollment Fall 1974		Enrollment Fall 1975		Enrollment Fall 1976		Enrollment Fall 1977		Enrollment Fall 1978		Enrollment Fall 1979		Enrollment Fall 1980		Enrollment Fall 1981		Enrollment Fall 1982		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
UNDERGRADUATES																											
By Race																											
White	11,992	97.4	12,725	96.3	12,395	94.7	12,675	94.1	12,787	92.9	13,039	92.4	12,930	92.8	12,886	92.6	12,879	91.8	13,298	90.7	13,459	90.1	13,009	89.0	13,084	88.2	
Black	274	2.2	449	3.4	611	4.7	695	5.2	853	6.2	916	6.5	845	6.1	862	6.2	946	6.8	1,127	7.7	1,220	8.2	1,348	9.2	1,481	10.0	
Other	49	0.4	42	0.3	79	0.6	98	0.7	119	0.9	111	0.8	152	1.1	172	1.2	200	1.4	236	1.6	254	1.7	261	1.8	265	1.8	
Total	12,315	100.0	13,216	100.0	13,085	100.0	13,468	100.0	13,759	100.0	14,115	100.0	13,395	100.0	13,920	100.0	14,025	100.0	14,561	100.0	14,933	100.0	14,618	100.0	14,830	100.0	
By Sex																											
Male	8,216	66.7	8,429	63.8	8,030	61.4	7,881	58.5	7,647	55.6	7,514	53.2	7,027	50.4	6,682	48.0	6,438	45.9	6,510	44.4	6,528	43.7	6,248	42.7	6,273	42.4	
Female	4,099	33.3	4,787	36.2	5,055	38.6	5,587	41.5	6,112	44.4	6,601	46.8	6,309	49.6	7,238	52.0	7,587	54.1	8,151	55.6	8,405	56.3	8,370	57.3	8,557	57.7	
Total	12,315	100.0	13,216	100.0	13,085	100.0	13,468	100.0	13,759	100.0	14,115	100.0	13,395	100.0	13,920	100.0	14,025	100.0	14,561	100.0	14,933	100.0	14,618	100.0	14,830	100.0	
GRADUATE STUDENTS																											
By Race																											
White	4,443	96.6	4,377	95.7	4,468	94.9	4,175	93.5	4,385	92.7	4,463	91.1	4,405	91.6	4,283	91.9	4,240	91.2	4,367	91.4	4,646	91.4	4,844	91.7	5,038	92.0	
Black	121	2.6	161	3.5	183	3.3	222	5.0	251	5.3	319	6.5	285	5.9	255	5.5	301	6.4	313	6.6	314	5.9	313	5.9	302	5.5	
Other	38	0.8	35	0.8	57	1.2	68	1.5	95	2.0	119	2.4	120	2.5	120	2.6	106	2.3	97	2.2	106	2.2	128	2.4	139	2.5	
Total	4,602	100.0	4,573	100.0	4,708	100.0	4,465	100.0	4,731	100.0	4,901	100.0	4,812	100.0	4,658	100.0	4,647	100.0	4,777	100.0	4,884	100.0	5,285	100.0	5,479	100.0	
By Sex																											
Male	2,787	60.6	2,713	59.3	2,639	56.1	2,548	57.1	2,596	54.9	2,646	54.0	2,500	52.0	2,330	50.0	2,328	50.1	2,322	48.6	2,324	47.6	2,439	46.1	2,499	45.6	
Female	1,815	39.4	1,860	40.7	2,069	43.9	1,917	42.9	2,135	45.1	2,255	46.0	2,312	48.0	2,328	50.0	2,319	49.9	2,455	51.4	2,560	52.4	2,846	53.9	2,980	54.4	
Total	4,602	100.0	4,573	100.0	4,708	100.0	4,465	100.0	4,731	100.0	4,901	100.0	4,812	100.0	4,658	100.0	4,647	100.0	4,777	100.0	4,884	100.0	5,285	100.0	5,479	100.0	
PROFESSORIAL*																											
By Race																											
White	1,184	97.6	1,344	98.0	1,377	96.2	1,384	94.6	1,354	92.6	1,364	89.7	1,371	88.7	1,402	88.5	1,454	89.6	1,449	89.3	1,458	88.5	1,492	89.2	1,512	88.6	
Black	25	2.1	27	2.0	50	3.3	66	4.6	74	5.4	128	8.4	142	9.2	152	9.6	158	9.5	157	8.7	157	9.3	158	9.3	164	9.4	
Other	4	0.3	2	0	4	0.3	3	0.2	1	0	28	1.9	32	2.0	30	1.9	36	2.3	32	2.0	32	2.2	35	2.3	41	3.0	
Total	1,213	100.0	1,371	100.0	1,431	100.0	1,453	100.0	1,427	100.0	1,520	100.0	1,545	100.0	1,584	100.0	1,622	100.0	1,622	100.0	1,648	100.0	1,672	100.0	1,707	100.0	
By Sex																											
Male	1,152	95.0	1,264	92.2	1,277	89.2	1,256	85.9	1,212	82.9	1,225	80.6	1,209	78.3	1,191	75.2	1,201	74.0	1,153	71.1	1,168	70.9	1,148	68.7	1,151	67.4	
Female	61	5.0	107	7.8	154	10.8	197	14.1	215	15.1	195	19.4	236	21.7	393	24.8	421	26.0	469	28.9	480	29.1	524	31.3	556	32.6	
Total	1,213	100.0	1,371	100.0	1,431	100.0	1,453	100.0	1,427	100.0	1,520	100.0	1,545	100.0	1,584	100.0	1,622	100.0	1,622	100.0	1,648	100.0	1,672	100.0	1,707	100.0	
ALL STUDENTS																											
By Race																											
White	17,619	97.2	18,446	96.3	18,240	94.9	18,234	94.0	18,526	92.9	18,866	91.9	18,706	92.2	18,571	92.1	18,573	91.5	19,114	90.8	19,381	90.3	19,345	89.7	19,634	89.2	
Black	420	2.3	637	3.4	844	4.4	985	5.1	1,198	6.0	1,363	6.6	1,281	6.3	1,269	6.3	1,385	6.8	1,581	7.5	1,687	7.9	1,809	8.4	1,927	8.8	
Other	91	0.5	77	0.4	140	0.7	177	0.9	228	1.1	336	1.5	306	1.5	322	1.6	336	1.6	365	1.7	397	1.8	421	2.0	455	2.0	
Total	18,130	100.0	19,160	100.0	19,224	100.0	19,396	100.0	19,952	100.0	20,536	100.0	20,293	100.0	20,162	100.0	20,294	100.0	21,060	100.0	21,465	100.0	21,575	100.0	22,016	100.0	
By Sex																											
Male	12,155	67.0	12,406	64.7	11,946	62.1	11,685	60.2	11,455	57.4	11,385	55.4	10,736	52.9	10,203	50.6	9,967	49.1	9,985	47.4	10,020	46.7	9,835	45.6	9,923	45.1	
Female	5,975	33.0	6,745	35.3	7,278	37.9	7,711	39.8	8,497	42.6	9,151	44.6	9,557	47.1	9,959	49.4	10,327	50.9	11,075	52.6	11,445	53.3	11,740	54.4	12,093	54.9	
Total	18,130	100.0	19,160	100.0	19,224	100.0	19,396	100.0	19,952	100.0	20,536	100.0	20,293	100.0	20,162	100.0	20,294	100.0	21,060	100.0	21,465	100.0	21,575	100.0	22,016	100.0	

*Candidates for J.D., M.D., and D.D.S. degrees

LYL/Office of the Registrar 10/21/82

Freshman Class - Black Only
In-State and Out-of-State Combined

	<u>1978</u>	<u>1979</u>	<u>1980</u>	<u>1981</u>	<u>1982</u>
Number of Final Applicants (1) (5)	655	747	813	956 (5)	1037
Percentage of Final Applicants with PGA (2) of 1.6 or Higher	75.9%	82.7%	78.1%	65.8%	71.49%
Number Admitted	435	567	604	675	674
Admittees as % of Final Applicants (3)	66.4%	75.9%	74.3%	70.6%	65.86%
Number Enrolled (4)	297	409	368	461	470
Enrollees as % of Admittees	68.3%	72.1%	60.9%	68.3%	68.96%
Black as % of All Freshmen	9.6%	11.8%	11.4%	14.3%	14.25%

(1) Excludes those who withdrew, or did not complete, their applications.

(2) Predicted Grade Average.

(3) The comparable percentages for whites were lower, in all five years, by more than 10 percentage points.

(4) Includes "readmits" as follows: 1978-4, 1979-0, 1980-3, 1981-1, 1982-2.

(5) Eighteen applicants had no PGA (High School did not rank).

cc: The University Gazette

UNIVERSITY OF N.C. AT CHAPEL HILL



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